

Chesterfield Borough Council

Equality Impact Assessment - Full Assessment Form

Service Area: Housing
Section: Customer Division
Lead Officer: Julie McGrogan

Title of the policy, project, service, function or strategy the preliminary EIA is being produced for:

CONVERSION OF GRANGE COURT COMMUNITY ROOM INTO THREE ONE BEDROOM PROPERTIES

Is the policy, project, service, function or strategy:
Existing
Changed
New/Proposed

STEP 1 – MAKE SURE YOU HAVE CLEAR AIMS AND OBJECTIVES

What is the aim of the policy, project, service, function or strategy?

To rationalise the number of under-utilised Community Rooms in the Borough and where possible convert them to dwellings.

Who is the policy, project, service, function or strategy going to benefit and how?

Tenants and residents on the housing waiting list and particularly those affected by Welfare Reform under-occupation rules.

What outcomes do you want to achieve?

Increased number of two bedroom properties to let.

What barriers exist for both the Council and the groups/people with protected characteristics to enable these outcomes to be achieved?

Q3 - Thinking about each group below, does, or could the policy, project, service, function or strategy have an impact on members of the equality groups below?

Potentially older people who historically used the Community Room; however the room has not been used for a number of years and alternative community facilities are available on the estate.

STEP 2 – COLLECTING YOUR INFORMATION

What existing data sources do you have to assess the impact of the policy, project, service, function or strategy?

- Information relating to use of Community Rooms
- Information relating to existing community facilities in the area.

STEP 3 – FURTHER ENGAGEMENT ACTIVITIES

Please list any additional engagement activities undertaken to complete this EIA e.g. met with the Equalities Advisory Group, local BME groups, Employee representatives etc. Could you also please summarise the main findings.

Date	Engagement Activity	Main findings
2009/10	Survey of all tenants	Majority in agreement
	Tenants Executive	
	Area Panels	

STEP 4 – WHAT’S THE IMPACT?

Is there an impact (positive or negative) on some groups/people with protected characteristics in the community? (Think about race, disability, age, gender, religion or belief, sexual orientation and other socially excluded communities or groups). You may also need to think about sub groups within each equalities group or protected characteristics e.g. older women, younger men, disabled women etc.

Please describe the potential impacts both positive and negative and any action we are able to take to reduce negative impacts or enhance the positive impacts.

Group or Protected Characteristic	Positive impacts	Negative impacts	Action
Overall impact	The proposal is anticipated to have a positive impact on tenants and residents on the housing waiting list and particularly those affected by Welfare Reform under-occupation rules.		
Age – including older people and younger people.			
Disabled people – physical, mental and sensory including learning disabled people and people living with HIV/Aids and cancer.			
Gender – men, women and transgender.			
Marital status including civil partnership.			
Pregnant women and people on maternity/paternity. Also consider			

breastfeeding mothers.			
Sexual Orientation – Heterosexual, Lesbian, gay men and bi-sexual people.			
Ethnic Groups			
Religions and Beliefs including those with no religion and/or beliefs.			
Other groups e.g. those experiencing deprivation and/or health inequalities.	Additional housing provision for those affected by welfare reform changes		

From the information gathered above does the policy, project, service, function or strategy directly or indirectly discriminate against any particular group or protected characteristic?

Yes

No

If yes what action can be taken to stop the discrimination?

N/A

STEP 5 – RECOMMENDATIONS AND DECISION MAKING

How has the EIA helped to shape the policy, project, service, function or strategy or affected the recommendation or decision?

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How are you going to monitor the policy, project, service, function or strategy, how often and who will be responsible?

Monitoring will take place as part of gathering of usual waiting list statistics and information.

STEP 6 – KNOWLEDGE MANAGEMENT AND PUBLICATION

Please note the draft EIA should be reviewed by the appropriate Head of Service/Service Manager and the Policy Service before WBR, Lead Member, Cabinet, Council reports are produced.

Reviewed by Head of Service/Service Manager

Name:

Date:

Reviewed by Policy Service

Name:

Date:

Final version of the EIA sent to the Policy Service

Decision information sent to the Policy Service